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NEWS
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Sex crimes alleged at Halloween party



MRC des Collines Police are investigating three alleged sexual assaults at a party dubbed Spookland that was held at Mont Cascades on Halloween. A sign at the entrance to the resort bears the party's title. **TREVOR GREENWAY/METRO**

Mont Cascades. One teen had date rape drug in her system, say police, while two others reported inappropriate touching and several others suffered drug or alcohol poisoning

**TREVOR
GREENWAY**

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A 16-year-old girl was found naked, unconscious and drugged with GHB (gamma hydroxybutyrate, also known as a date rape drug) following a Halloween party at Mont Cascades Friday night.

Police in west Quebec are now investigating three separate instances of alleged sexual assault at the Spookland Halloween party in Cantley — a party that got out of control after nine revellers were transported to hospital for drug and alcohol poisoning.

When police arrived the situation was near chaos, said MRC des Collines Police spokesman Martin Fournel. Officers tended to several young parties who were unconscious

from either drinking too much or taking unknown pills.

"When our officers got on site, they found one (unconscious youth) in the school bus, some in the parking lot," said Fournel, adding that young people were fighting and causing mischief on the grounds of the Mont Cascades ski hill. He said his force was overwhelmed by the situation.

"There were way more people that we couldn't help — being sick and puking and being dangerous, but they had to deal with the most important cases."

One such case involved the 16-year-old on the grounds, unconscious and "barely dressed." Toxicology tests revealed she had GHB in her system, said Fournel.

"She doesn't remember anything," Fournel told Metro. "We are still investigating to try and pinpoint what exactly went wrong."

Two other girls, aged 16 and 17, also reported being touched inappropriately while they waited in line for the event. Police are seeking witnesses.

Fournel said students took a shuttle bus from different parts of Ottawa and it's clear that some were intoxicated before even getting on. He said there were unconfirmed reports

that people were handing out unknown pills on the bus and drinking heavily.

A promotion company called I'm With the DJ hosted the event — its third Halloween party at Mont Cascades — and admitted that students were not screened thoroughly enough before they got on a bus that took them to the event.

A statement from the company stated that paramedics were called as soon as inebriated students were seen wobbling off the buses.

"A few students arrived heavily intoxicated by unknown substances. They had somehow behaved well enough to make it onto the buses, but upon arrival were found to be seriously unwell," the company said in a statement to Metro.

"Event staff immediately summoned on-site paramedics in order that the students be safe and properly taken care of."

I'm With the DJ is also conducting an "internal review" of the event and is working with police as they investigate the sexual assault claims.

Police are urging anyone with information about the alleged sexual assaults to contact them at 819-459-9911 or 1-888-459-9911.

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A pumpkin launcher aims his slingshot toward a plywood target on Sunday. TREVOR GREENWAY/METRO

Move over, angry birds — here come the angry gourds

'We need money for research.' Projectile pumpkins aim to squash Cystic Fibrosis

 **TREVOR GREENWAY**
trevor.greenway@metronews.ca

It's the next best thing to

Halloween: Loading a massive jack-o'-lantern into a giant slingshot and sailing it through the air to smash into a target.

Nearly 400 families made their way Sunday to a farm in rural Ottawa for the Squash Cystic Fibrosis Pumpkin Launch. Their goal was to raise money for a good cause and get a bit of extra mileage out of every-

body's favourite spooky day.

"It's something to look forward to after Halloween," said Carrie Innes, after launching a large orange pumpkin through the air — its stringy guts exploding onto a plywood target about 80 feet in front of her. "It was a fun thing to do with the family and get rid of our pumpkins. Plus, it's for charity."

Cystic Fibrosis Canada Regional Executive Director Lois Graveline was overwhelmed by the amount of families that showed up for the organization's first pumpkin launch. She said reaching their \$5,000 fundraising goal would likely be a breeze.

"Cystic Fibrosis is not as well-branded or as big an organization as (the Canadian

Cancer Society) or the Heart and Stroke Foundation," she said, "so it just makes our work and our efforts a lot more difficult in terms of getting our name out and engaging people to support the organization."

The Ottawa chapter is managed by about 10 volunteers. There is no paid staff. It's 10 volunteers who put in

Annual tradition, please?

The event will likely become an annual tradition and they hope to one day involve Ottawa's two universities and pit the school's engineering departments against each other in an all-out, pumpkin squashing duel.

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\$7.7 million. Invest Ottawa gets grant to help fledgling businesses

An Ottawa-based business support group is getting a \$7.7-million boost to help area entrepreneurs become the new Shopify, it was announced Friday.

Invest Ottawa is using the funding — courtesy of the federal government's Canada Accelerator and Incubator Program (CAIP) — for its business support program L-Spark.

The \$7.7-million grant will be doled out over five years.

Bruce Lazenby, president and CEO of Invest Ottawa, said there have been more companies approaching the organization for help. A longer and richer program such as L-Spark is expected to help those businesses grow.

"We think we're going to get better companies in the front door, which means better companies coming out the back door," he said.

L-Spark dishes out \$40,000 to businesses up-front, and provides them with full-time mentors. There are two streams: a nine-month program and a

Scope

Invest Ottawa has received more than 100 applications for its support program.

- L-Spark can only handle 25-30 businesses.

four-month program.

Ed Holder, the federal minister of state for science and technology, said this funding is part of a \$100-million CAIP package across Canada. He said Invest Ottawa's application was impressive — partly due to its ties to Ottawa billionaire Sir Terry Matthews and investment management firm Wesley Clover International — adding that the grant will help give the little guys a boost.

"It creates an environment where smaller businesses, which are the lifeblood of Canada, have the chance to go global, have the chance to succeed," Holder said.

LUCY SCHOLEY/METRO

Jury finds third man guilty in murder of Michael Swan



Michael Swan was shot and killed after three men stormed into his Barrhaven home on Feb. 22, 2010. FACEBOOK

Second-degree murder.
Man implicated in killing of drug dealer innocent of more serious charge



JOE LOFARO

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An Ottawa jury found a Toronto man guilty of second-degree murder in the shooting death of a teen in a 2010 home invasion in Barrhaven.

Dylon Barnett, 23, was initially charged with first-degree murder. After three days of deliberations, jurors came back Friday afternoon with a verdict of not guilty of first-degree murder but guilty of the lesser charge in the death of Michael Swan, 19.

The court heard Barnett and two co-accused drove from Toronto to break into Swan's home to carry out a drug rip-off.

Although Barnett was not

the one to pull the trigger, he asked Swan's girlfriend — after Swan had been shot — where the marijuana and money were kept. Swan, 19, was a known dealer of marijuana.

Barnett's lawyer, Lorne Goldstein, said "it's obviously a difficult time," when asked over the weekend how his client was reacting.

He said the Crown prosecutor and defence team will return to court next week to set a date for sentencing.

Kristopher McLellan, 24, the triggerman, was found guilty of first-degree murder last October and received an automatic sentence of life behind bars with no chance of parole for 25 years.

Kyle Mullen, 23, the second of three men to break into the home, was found not guilty of first-degree murder but guilty of second-degree murder.

A fourth man, Sam Tsega, allegedly led the Toronto trio to the home but did not go with them. He has yet to go on trial for first-degree murder.

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Ottawa man fights extradition to France with top court appeal

Terrorism case.

Hassan Diab worked as a contract instructor at two local universities before his world was turned upside down

An Ottawa man facing extradition to France in a terrorism case says the Supreme Court of Canada should hear his appeal due to crucial questions about the use of untested intelligence in a criminal prosecution.

In arguments filed with the Supreme Court, lawyers for sociology professor Hassan Diab say France's reliance on secret information raises fundamental issues of constitutionality and procedural fairness.

The Canadian government

says Diab's request for a high-court hearing "raises no issue of public importance" and should be dismissed.

French authorities suspect Diab, 60, was involved in the anti-Semitic bombing of a Paris synagogue in 1980 that killed four people and injured dozens of others — an allegation Diab denies.

The RCMP arrested Diab, a Canadian of Lebanese descent, in November 2008 in response to a request by France. He had worked as a contract instructor at two Ottawa universities before his world was turned upside down.

In June 2011, Ontario Superior Court Justice Robert Maranger committed Diab for extradition despite acknowledging the case against him was weak.

The following April, then-justice minister Rob Nicholson signed an extradition

order surrendering Diab to France.

The Ontario Court of Appeal upheld the decisions of the lower court and the minister, prompting Diab's lawyers to ask the Supreme Court to hear the case.

"There can be no debate that the concerns raised about the use of intelligence in terrorism trials are pressing ones demanding serious consideration," says their filing.

"Canadians deserve that this issue be addressed head-on."

Diab's lawyers note the Supreme Court has dealt with issues of constitutionality when it comes to disclosure of information in the use of a national security certificate — an immigration tool for deporting non-citizens suspected of terrorism or espionage.

THE CANADIAN PRESS



Hassan Diab listens to his lawyer speak at a news conference on Parliament Hill in Ottawa on April 13, 2012. Diab, an Ottawa man facing extradition to France in a terrorism case, says the Supreme Court of Canada should hear his appeal due to crucial questions about the use of untested intelligence in a criminal prosecution. PATRICK DOYLE/THE CANADIAN PRESS

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Transport Minister Raitt faces surgery, growth on ovaries

Vigilance. Minister says she's speaking out to avoid speculation about Parliament absence, send message to other women

Transport Minister Lisa Raitt is scheduled to undergo surgery on Tuesday to remove a "solid growth" on her ovaries.

She says diagnostic imaging and blood tests suggest the growth is not cancerous, but she won't know for sure until it is removed and analyzed.

How much time Raitt, 46, will have to take off from her cabinet duties will depend on how invasive the surgery proves to be and whether the lump is cancerous.

She revealed her medical

condition in an interview with Tom Clark, host of Global TV's *The West Block*. Raitt says she chose to speak out to avoid speculation about her coming absence from Parliament.

And she also wanted to send a message to other women to be vigilant about "reproductive issues" they experience.

"You have to check these things out and women have to talk about uncomfortable issues associated with symptoms that aren't pleasant to talk about with others," she said in the interview, broadcast Sunday.

"But you start telling the stories, you realize there is a lot of commonality in terms of symptoms and they can be treated. But as well, they should be investigated."

Raitt admitted she was not as vigilant as she should have been after she first started noticing

problems three years ago.

"I had some real complaints associated with reproductive issues and I didn't let them go. I continued to talk about them with my doctor and became concerned."

Still, she added: "I actually let a year go by in lapsing, in terms of getting a test done and I shouldn't have done that. I should have been more diligent with my health and I should have followed the advice that I was given."

She also advised people undergoing medical tests to avoid online research.

"The worst thing you can do is go to the Internet — and start Googling and trying to self-diagnose and wonder what happens — because there's a lot of information out there that you don't need to read about and what it means."

THE CANADIAN PRESS



Transport Minister Lisa Raitt answers a question during question period in the House of Commons on Oct. 30.

ADRIAN WYLD/THE CANADIAN PRESS

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Canada heads up effort to prevent Arctic suicides

Across the circumpolar world.
Common thread is youth and rapid cultural displacement

Canada is leading an international effort to pull together the most effective ways to prevent suicide among aboriginal youth in the Arctic, an ongoing tragedy across the circumpolar world.

This month, officials from the eight countries that ring the North Pole gave final approval for researchers to visit northern aboriginal communities to study how they're dealing with the problem.

Nunavut's chief coroner called a special inquiry in Janu-

ary after 45 people killed themselves in 2013 — a significant increase from the previous high of 34.

That record number put the territory's suicide rate at 13-1/2 times the national average.

But it's bad elsewhere, too.

Suicide rates among Alaskan aborigines are about three times the United States average. In Greenland, 2010 government data reported about one suicide a week in a population of about 56,000.

Statistics in Norway, Sweden and Finland for the aboriginal Saami population are difficult to tease out. But available data suggests suicide and mental health are issues in their communities as well.

"I think that's clearly why the Saami health leadership as well as the government of

Norway is supportive of this project," said Malcolm King, science director for the Canadian Institutes of Health Research, which is co-ordinating the project.

Teams are already at work in the participating countries of Canada, the U.S., Norway, Sweden and Denmark, King said. He's hoping Russia, which is also said to suffer high Arctic aboriginal suicide rates, will join.

Suicide across the circumpolar world seems to have some common features, said King. It affects predominantly young people up to their mid-20s, and seems to involve rapid cultural displacement that Arctic people faced as southern governments exerted their authority over their northern regions. **THE CANADIAN PRESS**



Blizzard the bear cub enjoys a fish feast

The newest polar bears at Assiniboine Park Zoo, Star and Blizzard, have made their public debut at the International Polar Bear Conservation Centre. Their names were selected by the public in a vote on Facebook. Name options had been suggested by children at three northern Manitoba schools. The 11-month old cubs were found by conservation officials near Gillam in September. They were likely orphaned after their mother fought to the death with a male bear who was trying to eat them, according to Dr. Brian Joseph, Director of Zoological Operations. But despite those traumatic circumstances, the pair have adapted well to their new life at the zoo.

COLIN FAST/FOR METRO IN WINNIPEG

An advertisement for Algonquin College's Fall Open House 2014. The top half features a green banner with the college's name and a collage of student photos. The bottom half has a green background with text and a photo of a modern building. It includes details about the event, such as the date (Thursday, November 6, 2014), time (9 AM - 1 PM and 6 PM - 8 PM), and location (1385 Woodroffe Ave., Ottawa ON). It also encourages registration online and offers free parking.



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U.S. paper takes flak for outdated Ghomeshi profile

Pittsburgh Post-Gazette.

Paper printed profile on Ghomeshi as part of promotional supplement without mentioning abuse allegations

A Pittsburgh newspaper was left scrambling to explain on Sunday why a profile of former CBC radio host Jian Ghomeshi was reprinted in an advertising supplement without mentioning the abuse allegations that led to his termination.

A profile of Ghomeshi was on the front page of the Pittsburgh Post-Gazette promotional supplement that was sent to non-subscribers of the paper on Sunday.

The 850-word write-up, featuring an August interview with Ghomeshi on his thoughts on life as an immigrant, first ran in the paper and online on Oct. 19.

The paper posted an explanation on its website Sunday explaining the advertising supplement was printed on Oct. 23, three days before Ghomeshi's firing and the start of a number of media reports containing allegations from women who say they were physically or sexually

Quoted

"The next time we print this thing ... we will also clarify what's going on with this guy."

David Shribman, executive editor of Pittsburgh Post-Gazette.

assaulted.

The "promotional advertising vehicle" contains "evergreens," stories the paper considers its best work, executive editor David Shribman said Sunday.

Due to a schedule that sees the promotion printed 11 days in advance there was no way they could have pulled it back in time, Shribman said.

"We kind of got caught in the publication cycle," he said. "It's not a question of stupidity, it's a question of deadlines."

Shribman couldn't provide an exact number of copies that were distributed but said they would have numbered in the "tens of thousands" of people.

He said a note of explanation on the Ghomeshi piece would be in a future edition.

"The next time we print this thing ... we will also clarify what's going on with this guy."

In 2010, Ghomeshi's show, Q, achieved syndicated status in the U.S., care of Public Radio International. The show now airs on more than 180 stations

— including in Pittsburgh.

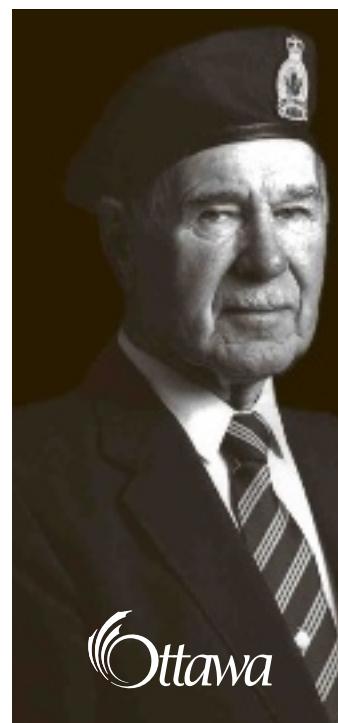
As many as nine women have alleged in media reports that Ghomeshi abused them physically and sexually. Toronto police have launched an investigation after three women came forward with accusations.

Neither Ghomeshi nor his lawyer have commented on the police investigation, but Ghomeshi said Thursday he would meet allegations "directly," and won't discuss "this matter" further with the media.

Ghomeshi wrote last weekend in a Facebook post that he has had "rough sex" with women, but insisted it was always consensual.

Ghomeshi has launched a \$55-million lawsuit against the CBC for breach of confidence. He also filed a grievance alleging defamation, a source said.

A CBC memo issued last week said Ghomeshi was fired after senior executives saw "graphic evidence that Jian had caused physical injury to a woman." **THE CANADIAN PRESS**



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French prez's first official trip to Canada's West

French President François Hollande, left, and Prime Minister Stephen Harper walk around Banff, Alta., on Sunday. Hollande is the first French president to make an official visit to Western Canada. Harper met Hollande in Calgary, and the two made the 90 minute trip to Banff by car. They were expected to discuss greater co-operation on international security and threats, trade and economic development, innovation, and broader people-to-people ties. Hollande will also address Parliament and is also scheduled to visit Montreal and Quebec City. While in Banff both men will attend a state dinner hosted by Gov. Gen. David Johnston. **PHOTO: JEFF MCINTOSH/THE CANADIAN PRESS; STORY: THE CANADIAN PRESS**

Dangerous or efficient?

**Uber app still
faces resistance
in Canadian
expansion**

The taxi alternative Uber has been busy expanding its controversial UberX service in several Canadian cities in recent months, often against the wishes of local politicians and taxi regulators, who warn the service is bad — and potentially dangerous — for consumers.

The U.S.-based company recently launched its UberX brand, which uses a smartphone app to connect passengers with non-licensed drivers, in Toronto, Ottawa and Montreal.

The company is also believed to be planning an imminent UberX expansion into Vancouver, where it has been searching for managers and drivers. Similar job advertisements have also been posted for Calgary.

But wherever Uber goes, the company is forced to fend off criticism from local governments, regulators and the taxi industry. Critics argue UberX is attempting to skirt regulations designed to protect passengers and drivers, such as requirements for insurance, licensing, training and vehicle inspections.

THE CANADIAN PRESS

Clinic shut down. N.B.'s pregnant women travel far from home for abortions

Pregnant women from New Brunswick are travelling to Maine and Montreal to obtain abortions.

The province's only private abortion clinic shut down last summer, angering pro-choice advocates who say the government is moving too slowly in removing barriers to the service.

Staff at abortion clinics in Augusta and Bangor in Maine said they have seen a spike in the number of telephone inquiries and visits from New Brunswick women since the

summer, when the Morgentaler clinic in Fredericton closed.

Ruth Lockhart of the Mabel Wadsworth Women's Health Centre in Bangor said the clinic used to see one or two women from the province over six months. There are now women from New Brunswick at every weekly clinic, sometimes with five or six at a time, she said.

"To have to leave your country? I don't know, that doesn't seem right to me. none of that is fair to women," she said.

THE CANADIAN PRESS

Fallujah, Iraq. Canadian warplanes launch first airstrike against ISIS

Canadian warplanes involved in the American-led bombing campaign against Islamic State of Iraq and al-Sham (ISIS) militants in Fallujah had their baptism of fire on Sunday, launching the first air strike since deploying to the region.

Two CF-18 fighter jets attacked targets near Fallujah, roughly 70 kilometres west of Baghdad, a statement from Defence Minister Rob Nicholson's office said.

"Coordinated with our coalition partners, two CF-18s

attacked (ISIS) targets with GBU12 (500-pound) laser guided bombs," the statement said. The three aircraft all safely returned to their base in Kuwait, the statement added.

Few other details of the strike were released, but the statement said assessment of the damage was being done.

Canada has deployed six CF-18s, the C-150 Polaris and two CP-140 Aurora surveillance aircraft as its contribution to the campaign against ISIS.

THE CANADIAN PRESS

Climate change is almost entirely humankind's fault: UN panel report

'Leaders must act'

States have the means to reduce emissions, may need to decrease outputs to zero this century to stabilize global temperatures

Climate change is happening, it's almost entirely the fault of humans, and limiting its impacts may require reducing greenhouse gas emissions to zero this century, the UN's panel on climate science said Sunday.

The fourth and final volume of the Intergovernmental Panel on Climate Change's giant climate assessment didn't offer any surprises, nor was it expected to, since it combined the findings of three earlier reports released in the past 13 months.

Sleep-deprived delegates approved the final documents

Saturday afternoon after a weeklong line-by-line review in Copenhagen that underscored that the IPCC process is not just about science. The reports must be approved both by scientists and governments, which means political issues from UN climate negotiations, which are nearing a 2015 deadline for a global agreement, inevitably affect the outcome.

The documents underlined the scope of the climate challenge in stark terms. Emissions, mainly from the burning of fossil fuels, may need to drop to zero by the end of this century for the world to have a decent chance of keeping the temperature rise below a level that many consider dangerous. Failure to do so, which could require deployment of technologies that suck greenhouse gases out of the atmosphere, could lock the world on a trajectory with irreversible impacts on people and the environment,



An iceberg melts in Kulusuk, Greenland, near the Arctic Circle in this August 2005 file photo. The UN's panel on climate science says climate change is happening, and it's almost entirely the fault of humankind.

JOHN MCCONNICO/THE ASSOCIATED PRESS

the report said. Some impacts are already being observed, including rising sea levels, a warmer and more acidic

ocean, melting glaciers and Arctic sea ice and more frequent and intense heat waves.

"Science has spoken. There

is no ambiguity in their message. Leaders must act. Time is not on our side," UN Secretary-General Ban Ki-moon

said at the report's launch in Copenhagen.

Amid its grim projections, the report also offered hope. The tools needed to set the world on a low-emissions path exist; it just has to break its addiction to the oil, coal and gas that power the global energy system while polluting the atmosphere with heat-trapping carbon dioxide, the chief greenhouse gas.

"We have the means to limit climate change," IPCC chairman Rajendra Pachauri said. "All we need is the will to change, which we trust will be motivated by knowledge and an understanding of the science of climate change."

The report is meant as a scientific roadmap for the UN climate negotiations, which continue next month in Lima, Peru. That's the last major conference before a summit in Paris next year, where a global agreement on climate action is supposed to be adopted.

THE ASSOCIATED PRESS

Found guilty. Woman sentenced to a year for volleyball game protest

An Iranian-British woman detained while trying to attend a men's volleyball game in Iran has been found guilty of spreading propaganda against the ruling system and sentenced to a year in prison, her lawyer said Sunday.

Britain immediately raised concerns about Ghoncheh Ghavami's trial. The case highlighted the limits to free expression inside Iran and efforts by authorities to enforce strict interpretations of Islamic norms despite a policy of greater openness pursued by President Hassan Rouhani.

The 25-year-old woman's brother, Iman Ghavami, said the family had been hoping she would be set free based on time already served since her June arrest. They are still trying to get official details of the verdict, he said.

"We're disappointed and kind of shocked. We really hoped she'd be released," he told The Associated Press.

His sister's lawyer, Mahmoud Alizadeh Tabatabaei, said in an interview that a court found her guilty of "propagating against the ruling system." Tabatabaei said he was shown the text of the



Ghoncheh Ghavami FREE GHONCHEH
CAMPAIGN/THE ASSOCIATED PRESS

verdict but is still waiting to receive it officially.

"I was told at the court today that my client's case has been referred back to the prosecutor because Ghavami is facing new charges. So, the verdict was not given to me," he said.

Ghavami was detained in June at Tehran's Freedom Stadium after trying to attend a men's volleyball match.

Ghavami was held along with the other protesters for a few hours before being released. She was detained again a few days later and stood trial last month. Her brother said she had no access to her lawyer until it came time for her court hearing.

THE ASSOCIATED PRESS

Religion

Israel passes bill to ease conversions

Israel's cabinet has passed a charged bill aimed at easing conversion to Judaism in Israel.

Sunday's vote comes after much political wrangling from ultra-Orthodox parties and pressure on the prime minister to shelve the bill, for fear of losing their monopoly over matters of church and state in Israel. Under the new reform, municipal rabbis will be allowed to hold special conversion courts, thus expanding those entitled to perform conversions.

THE ASSOCIATED PRESS

Pakistan

Suicide bomber kills at least 54

A suicide bomber detonated explosives near a Pakistani paramilitary checkpoint near the country's eastern border with India on Sunday, killing at least 54 people in the deadliest attack in several months, police and government officers said.

THE ASSOCIATED PRESS

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Strike gold by investing in oil?



HOW TO ROLL
Alison Griffiths
investing@metronews.ca

Who would have thought that the world would suddenly be awash with oil, driving the price per barrel under \$80, last Monday, for the first time since 2012? In fact the price per barrel has dropped 27 per cent since a mid-summer high of \$107.

Now Goldman Sachs is predicting that oil will drop to \$70, causing much speculation about cancellation of or, at least, a slow down of oil construction and pipeline projects. And of course the oil-producing provinces are going to feel a pinch in their royalties.

Now for the good news! All sector swoons spell opportunity. While a litre of gas still isn't cheap, oil stocks are starting to look that way. Over the past 12 months, the Canadian capped

Oil highs and lows

- **\$144.40 US:** July 2008
- **\$16.38:** December 1998

energy index is down nearly six per cent, while the S&P/TSX Composite Index is up over eight per cent, even after the October sell-off.

If you have an RRSP or any kind of workplace pension, you are likely already an oil investor. That's because virtually all Canadian mutual funds that invest in larger Canadian companies will hold some of the bigger oil companies.

But that's not to say you shouldn't add a bit more energy to your personal investments. The trick is, which stocks should you go for? Right now there's plenty of risk in the oil patch and not just from falling stock prices.

Oversupply, currency issues, declining demand and geopolitical worries can all affect dividends as well.

I surveyed a group of energy analysts and portfolio managers to determine which of the big energy companies are most likely to maintain dividends if oil tumbles further. Three names were consistently mentioned.

Remember, even though these three companies have strong balance sheets, oil at \$70 a barrel will put a crimp in stock prices and dividends may go on the chopping block. So, dip a toe, but don't go for a swim.

Prices and yields as of Oct. 31:

Price Dividend Yield

1. Suncor Energy (SU-TSX) \$38.75, 2.88 per cent
2. Cenovus Energy (CVE-TSX) \$27.27, 3.88 per cent
3. Vermilion Energy (VET-TSX) \$63.05, 4 per cent



China's slowing economy to have ripple effect

A worker is dressed in an emperor costume to attract customers as he stands outside a shop selling souvenirs at the Wangfujing shopping district in Beijing. An Associated Press survey of 30 economists has found that 57 per cent of them expect China's decelerating economy to restrain growth in countries from Brazil and Chile to Australia and South Korea. A notable exception is the United States, which the economists see as largely insulated from China's troubles. ANDY WONG/THE ASSOCIATED PRESS FILE

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POOR SHOWING AT POLLS – & OF GHOULS

Some of us voted in last week's city election, and good job, I guess.

Ask any random eligible elector whether they got around to doing their civic chores and, according to official results, there's a 39.92 per cent chance they can truthfully answer they did. Even by the embarrassingly slack standard we've set in recent elections, it was a fairly weak showing, far short of 2006's 54 per cent, a banner year when over half of us bothered to get off the couch, and in between the lame 2010 (44.6 per cent) and the pathetic 2003 (33 per cent).

It was easier than ever to vote this year, with three city-wide special advance voting days added to two days of advance polls in all wards. Counting Election Day, we had six shots at marking a ballot. And damned near four in 10 of us did so. Okay, off my high horse. My right to call anyone else out for failings of democratic duty is seriously constrained by my own civic cop-out last time around. As I



URBAN COMPASS

Steve Collins

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shamefully confessed in a recent Compass, I was among the indolent majority of those who didn't vote in 2010.

Everyone has their excuses, and mine frankly sucked. I knew I'd be out of the country on Election Day, but didn't hit an advance poll. A friend of mine, a civic keener, offered to cast a proxy vote for me. I declined. How much easier would it have had to be? Good question. The lapse bothered me, and I told myself I wasn't going to screw up again this year—as all those advance voting days zipped by. On E-Day, I wrapped up a shift at Metro at 7 p.m. Then OC Transpo and I raced against time to my neighbourhood polling station before it closed at 8.

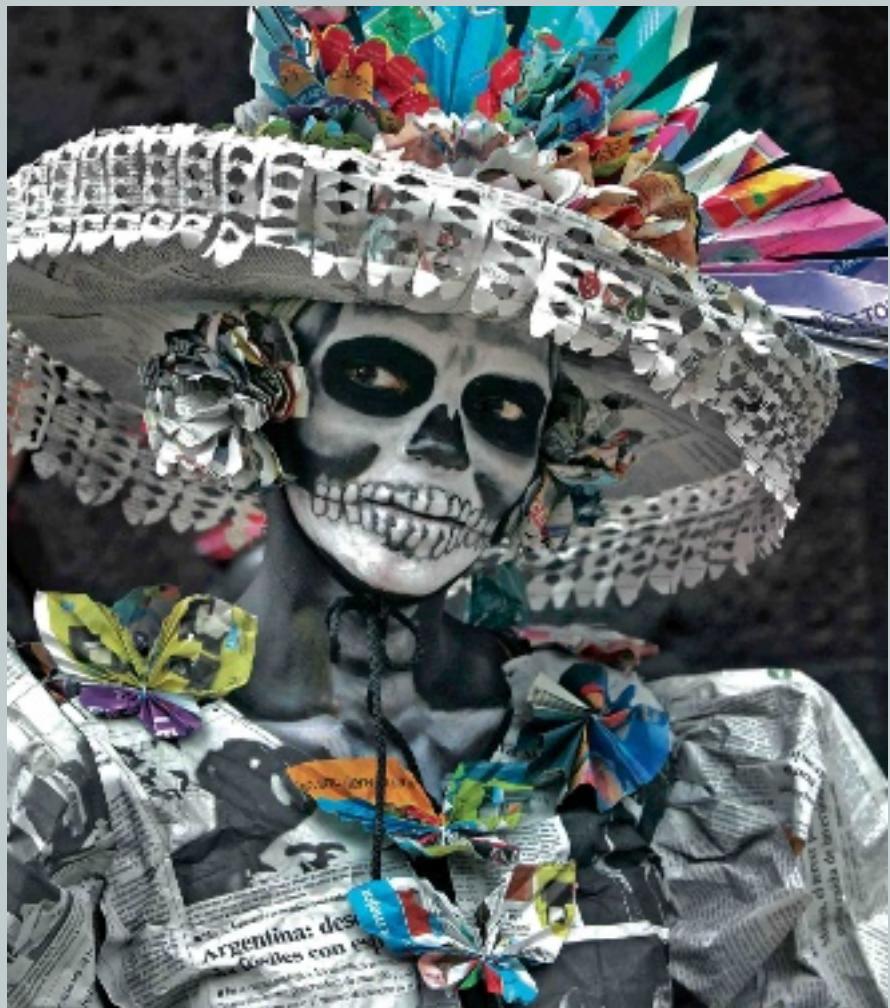
I ended up doing most of the racing. I arrived at the Transitway stop closest to the poll, checked the schedule and discovered that both my local connections were running on the half-hour, and neither would be arriving any time soon.

So I hoofed it, with the minutes ticking down, reminded once again of that \$20-million cut to bus service, the "optimization" that 93 per cent of us would supposedly never notice, that the incumbent mayor and council voted for. I gave that some thought. I made it with minutes to spare, a sparse lineup (my ward's turnout was at about the city average) and assurances from poll staff that everybody inside would get their chance to vote. And I just barely got the job done.

Pet theories abound explaining the general downward trend in voter participation, and I don't have any answers, but noticed continued decline in another of our collective enterprises: trick-or-treating. Monster turnout was down again this year in my neighbourhood. A horde of unclaimed "fun-size" chocolate bars will have to be consumed in-house after a grand total of perhaps 20 zombies, princesses and superheroes haunted our doorstep, a dispiritingly low proportion of eligible spirits.

I felt like a city poll clerk. What will happen, I worry, when these kids grow up and discover there isn't even candy at the voting booth?

House of the dead crowded



A woman dressed as the iconic Mexican Catrina poses for photographers as she gathers with other women in costume, in an attempt to set a record for the most Catrinas in one place during Day of the Dead celebrations in Mexico City over the weekend. MARCO UGARTE/THE ASSOCIATED PRESS

Proposed law threatens Día de Muertos traditions, say critics

Mexico's capital, Mexico City, is rapidly running out of grave sites. Many residents of this growing metropolis of nine million have to exhume the remains of their loved ones, once the burial rights expire, to make room for new bodies. Officials say there is no public land available for new cemeteries.

The lack of space has prompted the city's legislative assembly to propose a law that would reduce the time a body can remain in a grave and encourage people to cremate the bodies of their loved ones, a move that critics say will threaten Mexico's long and rich traditions surrounding burying and celebrating the dead.

While other countries reuse graves, it is a sensitive issue in Mexico, where celebrating the dead is still a living part of the culture.

THE ASSOCIATED PRESS

Quoted

"Can you imagine that with the stroke of a pen they can erase All Saints Day and the Day of the Dead? They have no idea what they are doing." Jesus Guzman, who says many indigenous Mexicans prefer burial and are reluctant to accept cremation.



THE ASSOCIATED PRESS

MetroTube



Rocket blowback



ANDREW FIFIELD

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Orbital Science Corp.'s Antares rocket exploded spectacularly last Tuesday, just after liftoff from a Virginia launch pad on what was supposed to be a Cygnus spacecraft trip to the International Space Station. Meanwhile, a crowd had assembled about 1-1/2 miles away to watch. The realization that the launch had failed came a little late, but not as late as the very violent sound wave that threw some of them—including the person who shot this video—to the ground. (jms2productions/YouTube)

Comments

RE: **Newspaper does damage control on Ghomeshi, published online Nov. 2, 2014**

I was supportive of letting your freak flag fly... And then all that other "information" came out that's made the initial story seriously questionable. **Jordan Walsh,** posted to Facebook.com



SEE THE NEWS COME ALIVE

In this issue, you can find AR enhancements on page 18 in Sports.

To see these pages spring to life, download or update the Metro News app and follow these three easy steps:

1. Open the Metro News app on your smartphone or tablet device. Click the AR icon in the top right corner.
2. Hold your device over any image that has the AR logo near it. Wait for the green scan bar to read the image!
3. Voilà! You should see the AR in action.



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Ebooks



To kill a Mockingbird Enhanced Edition

By: Harper Lee

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MIND THE APP

Kris Abel
@RealKrisAbel
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For its digital debut, this cherished classic has been enhanced using promotional samples from other editions. There's an audio chapter reading by Sissy Spacek and interview clips from a documentary with Oprah Winfrey, Tom Brokaw and Harper Lee herself. They're delightful, yes, but, as promotional links, feel like packaging instead of the curated, intimate touches a celebrated tale deserves.

Television



The Iron Throne should look more like this, George R.R. Martin says. MARC SIMONETTI

GOT author was never happy with the Iron Throne

As much as author George R. R. Martin approves of the TV series inspired by his *A Song of Ice and Fire* books, he says that the Game of Thrones producers didn't nail the look of the massive, imposing Iron Throne. It needed to be even bigger and creepier, he says.

For his new book, *The World of Ice & Fire: The Untold History of Westeros and the Game of Thrones*, Martin worked with artist Marc Simonetti to create a painting, shown above, that finally brought his vision to life. **THE CANADIAN PRESS**



Judge Graham Elliot talks to a contestant on *MasterChef Junior*, which launches its second season Tuesday at 9 p.m. ET on CTV Two. **CTV**

These pint-sized chefs really know how to cook

Television. The level of talent on *MasterChef Junior* is even higher than last season, says judge Graham Elliot

If you were blown away watching the kid contestants on the inaugural run of *MasterChef Junior*, just wait for Season 2, says judge Graham Elliot.

"We had no idea it was going to take off the way it did," Elliot said during a recent stop in Toronto to shoot a guest appearance on the upcoming season of *MasterChef Canada*.

"What's really fun is that the level of cooking compared to Season 1 is even higher, because everyone knows about it now."

Indeed, the pint-sized chefs on *MasterChef Junior* made a big impression. Apple-cheeked winner Alexander Weiss wowed audiences in

Show time

- **MasterChef Junior** airs Tuesdays at 9 p.m. ET on CTV Two.

the finale with his pan-seared veal chop over potato gnocchi and deconstructed napoleon cannoli.

Elliot — who serves on the judging panels for both *MasterChef Junior* and *MasterChef* with Gordon Ramsay and Joe Bastianich — says the contestant pool for the kids cooking show was not at all what he expected.

"You think you're going to get kids wanting to do the Hollywood thing," he said.

"But you realize that cooking is this creative outlet now, because kids are born into this food-TV lifestyle and experience new things, and a lot of them are well-travelled."

"You see everyone that's got this great passion for

cooking and it's contagious. By Day 2, Joe, Gordon and I forget that they're even kids, because of the level they're putting up in terms of food, but also their level of concentration."

Viewers who watched the recent season of *MasterChef* noticed a drastic physical change in Elliot, who underwent weight-loss surgery just over a year ago, dropping about 150 pounds in the process.

He says *MasterChef Junior* was part of the impetus. "The big change, and you know *MasterChef Junior* was a part of it, is sitting up there talking to kids about eating healthy and about how they're the future of America and they need to make these great choices,"

he explained. "I was 400 pounds ... and just felt I was living this big lie. You need to try to lead by example, especially for my own kids."

In preparation for the upcoming season, Elliot said the producers visited all 50 states and saw a diverse range of cooking styles. "Kids are doing things that are indicative of their region, their background their upbringing," he said.

"Also (there were) people that cook from the heart and it's really rustic, kids that have a pretty privileged upbringing and have been to all the fancy French restaurants and done the tasting menus — so it's really cool to see that gamut."

THE CANADIAN PRESS

Quoted

"You see everyone that's got this great passion for cooking and it's contagious. By Day 2, Joe, Gordon and I forget that they're even kids."

Graham Elliot, *MasterChef Junior* judge



Lena Dunham ALL PHOTOS: GETTY IMAGES

Dunham delivers tongue lashing to news outlets

Lena Dunham is no stranger to having her words taken out of context, but even she has limits to how often she can turn the other cheek.

This week, Dunham is hitting back against news outlets that claim Dunham had admitted to sexually abusing her younger sister, citing excerpts from her new book, *Not That Kind of Girl*. In the book, Dunham details an embarrassing moment of childhood curiosity when she was seven and her sister, Grace, was one.

"The right-wing news story that I molested my little sister isn't just LOL—it's

really f—ing upsetting and disgusting. And by the way, if you were a little kid and never looked at another little kid's vagina, well, congrats to you," Dunham posted on her Twitter feed.

"Usually this is stuff I can ignore but don't demean sufferers, don't twist my words, back the f— up, bros. I told a story about being a weird seven-year-old. I bet you have some too, old men, that I'd rather not hear. And yes, this is a rage spiral. Sometimes I get so mad I burn right up. Also I wish my sister wasn't laughing so hard."



Jennifer Lawrence

Looks like Chris Martin and Jennifer Lawrence still hunger for each other

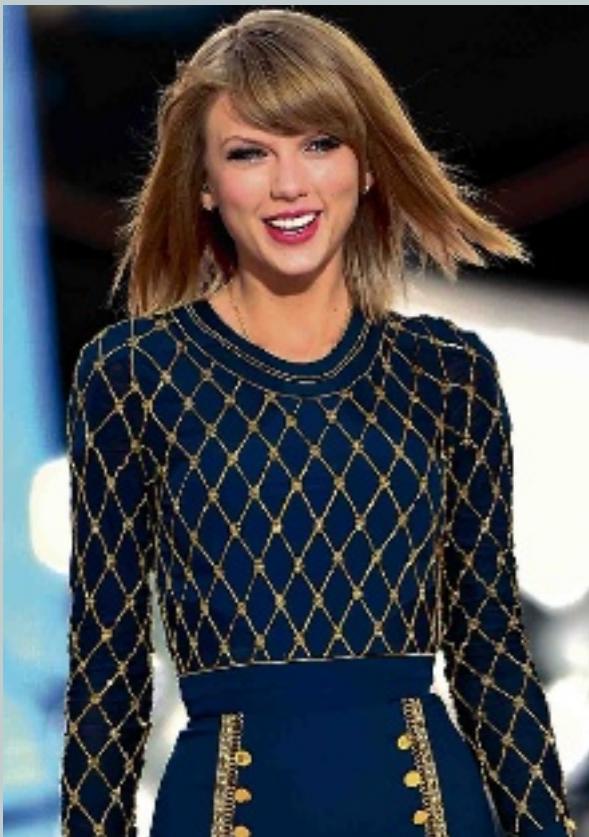
What breakup? Apparently Chris Martin and Jennifer Lawrence aren't so split up after all—or, possibly, she just forgot a toothbrush at his place and needed to grab it—as the Hunger Games star was

photographed visiting Martin's home twice last week, days after reports had hit that they'd broken up. Can someone check on Gwyneth Paltrow to get her opinion on the matter? Because I'm sure she has one.

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES

Pop goes the week



Going to New York City? You'll get a Swift welcome



STARGAZING
Malene Arpe
scene@metronews.ca

Taylor Swift is named New York City's Global Welcome Ambassador for Tourism. That settles my great vacation conundrum. Paris it is.

This week in collaborations: 1) Shakira is teaming up with Fisher-Price to launch a collection of baby toys. 2) Lululemon announces a charitable partnership with the Dalai Lama Center for Peace and Education. 3) Beyoncé and Topshop will launch an athletic streetwear line next year. 4) Dakota Johnson and Jamie Dornan will doggedly continue re-shooting *Fifty Shades of Grey* until they appear to have at least as much chemistry as a wet dishrag and a pile of dusty bricks.

Larry King tweets that

he "likes the smell of turpentine." Asked how he feels about acetone and ethanol, he replies that "chocolate cereal is better than race cars" and "bears don't appreciate your hipie haircut."

Armed clowns are terrorizing the streets of France. Come to think of it, Taylor Swift is awesome and New York is the best.

Pitbull will soon have two reality shows: Pitbull: The Lyfe and The REAL Change Project. The latter will have interesting people talking about overcoming obstacles while The Lyfe, presumably, will be about Lyme disease, lye and Lynyrd Skynyrd.

This week in breakups: 1) Debra Messing breaks up with Will Chase after three years. 2) That awful Bachelor guy and the woman he was contractually obligated to date finally break up. 3) A\$AP Rocky breaks up with Chanel Iman.

Dean McDermott says he's "not the first person to ever cheat on his wife." Yeah. So there. Put that in your mystery basket.



Amanda Bynes

Bynes takes to Twitter for another tirade

Amanda Bynes is doing her Twitter thing again. The former child star, recently freed from her parents conservatorship over her—though that might be temporary—has been using what little time she has available to speak her mind on Twitter, taking on a number of topics. At the top of her list? Making sure everyone knows she doesn't think Zac Efron is ugly. Because we were worried. It is not illegal to talk about

my personal business," she begins, kicking off a multi-tweet tirade. "People need to hear the truth about who I really am—I need to show the judge that not only do I not need any help making decisions about my future, I was planning on transferring to NYU and I was never homeless, I was living in the nicest hotels until I found the right (apartment) in NY." She's also now going to school at USC instead, apparently.

Melanie Griffith isn't down to watch daughter get dirty in *50 Shades of Grey*



Melanie Griffith

I don't often say this, but I'm with Melanie Griffith. The Working Girl star says she has no plans to watch the *50 Shades of Grey* movie due out in February. Of course, her not seeing it has more to do with her daughter, Dakota Johnson, getting all sexy and bondage-y in the film adaptation, whereas I just think the whole enterprise is terrible, but still. We agree.

"I think that I'm never going to see the movie myself," Griffith tells Extra. "It would

just be too awkward. She, I think, would be mortified if we ever came to see her movie."

I know I would.

Twitter



@JasonAlexander

I'm going back to 1993 so I can be 33 for the winter.



@NiallOfficial

Someone said to me today, "you weren't very well dressed up for halloween." I totally disagree. We were the 6 best dressed in my eyes



@rickygervais

There don't seem to be as many conspiracy theorists as there used to be. I think the government had them killed.

3

WEEKS

Losing your job is miserable, so it's essential to keep cool

Unemployment. Cut your expenses, seek advice from family and friends, and redirect your energy into finding new income



GAIL
VAZ-OXLADE
Gail blogs daily at
gailvazoxlade.com

Job loss comes with two huge stressors. First, there is the financial stuff. Second, there is the emotional misery that you must wade through.

Either pile of poop can sink you, so it is very, very important that you keep a cool head.

Apply for Employment Insurance benefits right away. It can take weeks before you see a penny, so the faster you do this the better.

If you receive a severance, it will affect when your EI benefits kick in. A delay in the start of the claim will result in an extension at the other end for the same number of weeks.

Severance or separation pay is paid out in several different forms and each is handled differently by the EI system. Speak to your HR department to get the lowdown on how you will be affected.

Check how long your benefits will stay in place and whether you've got any vacation or sick pay coming. If you're entitled to reimbursement for expenses, file an expense report immediately.

And while your boss is feeling rotten for having to let you go, ask for a glowing letter of recommendation.

Sit down with your immediate and extended family to discuss what's going to be different. No point in pretending everything is A-OK.

Brave and strong as you might be, accepting help when you need it the most from people who love you the most is exactly what family is supposed to be about.

As for the kids, they will overhear the adults talking. They'll feel the stress that's swirling in the atmosphere. So talk to them, but tailor your communication to reflect their ages. If you don't address it directly, they'll internalize the angst. Reassure them that, although some



Losing your job is both a financial and emotional blow, so you need to tackle it with a level head. And while you're searching for a new job, or starting a new career, try to avoid racking up too much debt. iSTOCK

things are going to change, your family is safe.

Next, start looking for ways to reduce your expenses so you can live within your reduced means.

Cut your clothing budget completely, except for kid essentials. Ditto entertainment, gifts, and all other non-essential expenses.

Trim back on food; time to meal plan and use everything to the very last drop.

Cut communication costs like telephone, cellphone, Internet, and cable or satellite.

Is daycare still an option with one partner out of work, or will you swing-shift to

take care of the kids at home while upgrading skills and job-hunting?

Or will you both take on part-time work to keep the kids in daycare so you don't lose your spaces?

At this point, I bet you're really glad you have that emergency fund. No emergency fund? Oops!

Are there things you can sell to make one? The motorcycle? The ATV? The second car?

A line of credit is not an emergency fund, no matter what you've been told. Sure, you'll eventually get another job. But if you've dug your

self a hell of a hole in the meantime, you'll be sorry. It doesn't matter what you have to do to keep a roof over your head, that's a better alternative to using credit.

Take your credit and debit cards out of your wallet and hide them, freeze them or bury them so you can't salve your emotions by impulse shopping.

There is no time when you'll be more tempted to spend money on crap than when you're feeling deprived. And stay out of the payday loan stores. With interest costs ranging from 300 to 900 per cent, that's a hole you'll

Job-hunting advice

When you lose your job, for whatever reason, finding a new one becomes your job, and you should do it with all the energy and enthusiasm you used to spend working.

Tell everyone that you're looking for work. Many jobs are found by word of mouth. Create an overall job search strategy that includes a daily schedule.

Schedule your day as if you were going to work, and make sure you include some socializing time (unemployment can be horrendously isolating), and keep knocking on doors.

Yes, it is hard. Yes, the rejection can be soul-numbing. But you can't just give up and hope something will come along.

You have a family counting on you. You are counting on you. So get busy. Your next job isn't going to find you.

never climb out of.

If you hated your last job, then now is the time to start thinking about a career change.

Can you use the time you're not working to upgrade your skills or take some night courses to retrain for something new? Would this be a good time to turn that hobby into a business?

I am not recommending you remortgage your house and buy a business because you're desperate.

What I'm suggesting is that, if there is something you've always wanted to do — landscaping, web design, freelance writing, small engine repair — now may be just the time to start making some money doing what you love.

If you can turn it into a viable full-time business, good for you. If it brings in extra money while things are tight, that's good, too.

And if you find a full-time job and can keep doing your biz on the side, hey, that's all right too, isn't it?

WANT TO BE SMARTER ABOUT YOUR MONEY? GO TO [MYSONEYMYCHOICES.COM](#) AND FOLLOW THE ROADMAP TO SUCCESS.

Reinvent comfort food by using squash instead of potato topping

Butternut Squash Shepherd's Pie. This dish features a few delicious swaps


ROSE REISMAN
For more, visit rosereisman.com or follow her on Twitter @rosereisman

There's nothing that characterizes comfort food better than a great-tasting Shepherd's Pie.

Traditionally known as a British Cottage Pie, it was commonly made with leftover meat and mashed potatoes as a topping.

I've added a twist on this classic dish and used fresh lean ground beef and mashed butternut squash.

This healthy winter squash is loaded with fibre and antioxidants known as carotenoids, which are known to protect against heart disease.

As well, I added edamame rather than the traditional green peas and a hint of melted aged white cheddar. Incredible!

You can always substitute sweet potatoes for the squash.

This dish is great to serve as leftovers or freeze in portions.

Directions

1. Preheat the oven to 425 F. Lightly coat an 8-inch square baking dish and large baking sheet with cooking spray.

2. Place a large non-stick

TOTAL TIME
ABOUT 35 MINUTES



This recipe serves eight. ROSE REISMAN

skillet lightly coated with cooking spray over medium-high heat. Add the oil and onion and sauté for 3 minutes. Add the garlic and carrots and sauté for 3 minutes. Add the ground beef and sauté for 5 minutes or until no longer pink, breaking up the meat as it cooks.

3. Add the flour and cook for 1 minute. Add the to-

mato paste, stock, tomato sauce, basil and salt and

pepper. Cover and cook on low heat for 3 minutes or

Perserving

- Calories. 260
- Carbohydrates. 15 g

- Fibre. 2.3 g
- Protein. 25.6 g

- Total fat. 11 g
- Saturated fat. 3.4 g

- Cholesterol. 40 mg
- Sodium. 223 mg

Ingredients

- 2 tsp vegetable oil
- 1 1/2 cups finely diced onion
- 2 tsp crushed garlic
- 3/4 cup finely diced carrots
- 1 lb extra-lean ground beef
- 1 1/2 tbsp all-purpose flour
- 1 1/2 tbsp tomato paste
- 1/3 cup low-sodium beef (or chicken) stock
- 3/4 cup homemade or store-bought tomato sauce
- 1/2 tsp dried basil
- Pinch of salt and pepper
- 3/4 cup frozen edamame

Topping

- 1 1/2 lb butternut or acorn squash, cut into cubes
- 2 tbsp olive oil
- 3 tbsp grated Parmesan cheese
- Pinch of salt and pepper
- 3/4 cup shredded aged white cheddar cheese

until thickened. Add the edamame and cook for one minute. Place in the baking dish.

4. Meanwhile, while the meat mixture is being prepared, place the squash onto baking sheet and roast for 15-20 minutes, just until tender. Place in a bowl and mash, adding olive oil, grated Parmesan and salt and pepper. Spoon over meat filling. Sprinkle with cheese and bake for 5 minutes.

Spiralizing gives this salad an artsy spin

Spiralizing is the newest trend in healthy eating. It is the art of taking vegetables and turning them into noodles.

Spiralized veggies are replacing carb-dense pasta for those who want to consume fewer calories and carbs.

Add a delicious sauce, some protein and you have a complete meal.

1. Prepare dressing: In bowl combine the peanut butter, water cilantro, honey, rice vinegar, soy sauce, sesame oil, garlic and ginger until smooth.

Ingredients

Peanut dressing

- 2 tbsp natural peanut butter
- 2 tbsp water
- 2 tbsp chopped fresh cilantro
- 1 tbsp honey
- 1 tbsp rice vinegar
- 2 tsp low-sodium soy sauce
- 1 tsp sesame oil
- 1/2 tsp minced garlic

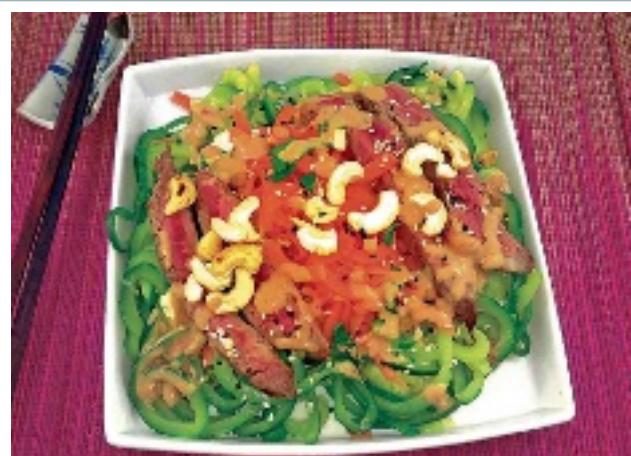
Salad

- 1/2 tsp minced fresh ginger
- 1 medium zucchini (skin on)
- 1 medium sweet potato (skin peeled)
- 8 oz flank steak
- 1/4 cup toasted cashews

approximately 10 minutes depending on thickness. Let sit for 10 minutes, then slice thinly against the grain.

4. Meanwhile, in pot of boiling water, add the sweet potatoes and boil one minute, then add the zucchini and boil an extra minute. Drain well then rinse with cold water to stop the cooking process.

5. Place on serving dish, lay sliced steak over top, pour sauce over and garnish with cilantro and cashews. ROSE REISMAN



This recipe serves four. ROSE REISMAN

Scent of a work lunch

Dear Metro,

I'm a healthy eater, and bring my own lunch to work every day. I look forward to a homemade meal at noon, but some of my co-workers have commented that my lunches smell gross. I think they're overreacting, but it's also making me self-conscious about my food. Should I change what I eat to accommodate their noses?

— Let Me Eat Tuna



OFFICE SPACE
Eleni Deacon
life@metronews.ca

Dear LMET,

Unless your food is nostril-incineratingly putrid, it's within your rights to stick to your stink. Damp-gym-socks soup with a side of raw sew-

age? Not an advisable workplace lunch. Canned tuna, hard-boiled eggs, semi-aggressive cheese — these items might inspire titters, but they are also reasonable choices for a midday meal.

That said, reasonable does not necessarily equal courteous. If you're scrunching noses from Monday to Friday, consider spacing out your blasts of foul air.

Offices are shared environments, and your colleagues can cope with a strong smell or two, but part of sharing space means minimizing your own disruptions. Should your healthy-but-smelly specialties be causing daily discomfort, it might affect your reputation. And that's not healthy for your career.

Dear Metro,

My workplace is full of loud, boastful personal-

ties. But one girl isn't like that at all — she quietly does a fantastic job, and doesn't get the praise she deserves. In fact, others often take credit for her work! I'd like to make my colleagues more aware and respectful of her accomplishments, but I know she's doesn't like attention. How can I get the word out there without making her uncomfortable?

— Kudos Giver

Dear KG,

Here's what you should do: Print off a billboard-sized photo of her face, get everyone in the office to sign it, then hang it in the boardroom for all to see.

Too much? Try more private acclaim. Your colleague doesn't even have to hear: You could let your boss know, during a one-on-one conversation, how much you've appreciated her work. Or slip the odd "This was all Sally!" into non-group emails. This spares Sally the unwanted gaze of fawning eyes — and makes sure some arrogant windbag doesn't swoop up her praise.

Not that forced fondness wouldn't do Sally good. Modesty may be a virtue, but it can also be a hurdle — especially in competitive industries. What your co-worker needs most may not be kudos from others, but the ability to applaud herself. While public recognition might make her shy in the short term, it could give her the confidence to advance down the line.

ELENI DEACON IS A TORONTO-BASED WRITER WHO HAS SEEN IT ALL AS AN EAGER EMPLOYEE OF BIG OFFICES, SMALL OFFICES, HOME OFFICES AND ONE ITALIAN RESTAURANT.



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Career. Learn how to use an employee referral to get closer to an interview with your dream employer

VICKI
SALEMI
Metro in New York City

Online retailer Zappos made news earlier this year when it announced it would be zapping job postings. That's right, they've been nixed, and hopeful job seekers have to find another way in the door.

According to industry buzz, they want to get to know applicants rather than having them apply to the giant black hole known as the applicant tracking system.

Prompting job seekers to become "insiders," their site includes ambassadors' Twitter handles and LinkedIn profiles for each team, and essentially details ways that job seekers can connect to recruiters via social media and through referrals.

They're on to something. According to a study by the Federal Reserve Bank of New York, referred candidates are twice as likely to get interviews as non-referred candidates.

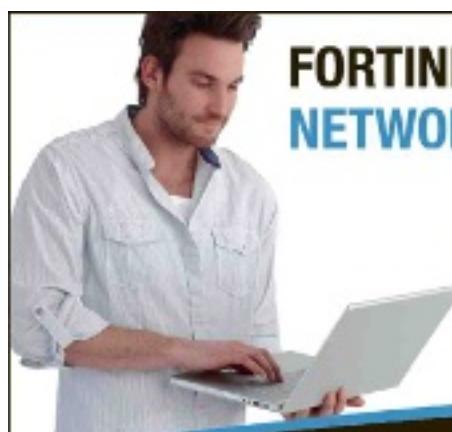
Referred candidates also have a 40 per cent better chance of getting hired than other applicants. Armed with this data, job seekers should rely on referrals for the highest rate of return on their time and energy investment in a job search. Here are a few tips on how to get started.

Look at your social networks

For starters, search LinkedIn for connections, ask for introductions and schedule informational interviews. But don't just do this when you're looking for a job and eager to move on — people can see through that. Networking is an ongoing process to forge strong connections and build new skills. It's truly a journey.

Conversations on the phone — or better yet, in-person — will help

An employee may not feel comfortable forwarding your résumé if he or she met you two years ago at a conference and hasn't heard from you since. However, if you had invited her out for coffee three months ago and followed up this week, you're in a much better position to be referred.



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Lessons from the desert

Tip the odds in your favour by leaving little to chance



LESSONS FROM
THE DESERT
Stéfan Danis
life@metronews.ca

The severe market crash in October 2008 changed my life. I started running to regain my health, both emotional and physical. Shortly after I took my first steps, I ran the Gobi March in China in June '09, followed by the Atacama Crossing in Chile in '10 and the Sahara Race in Egypt in '11. In this post, I share a lesson learned from my experience running deserts.

Many of life's projects involve teamwork, and at

times, the team is made up of individuals who do not know each other but are coming together for a common purpose.

The question is, how do you bond strangers? This is what we are attempting to do.

Our team of three runners met for the first time today in picturesque Ushuaia, located near the southern tip of South America, where the Patagonia Mountains meet the Atlantic and Pacific oceans. Our task is simple: come together within three days before the start of the Antarctica race, a race comprising six marathons in five days. We are aligned on our goal, which is to run our collective fastest and challenge to win.

Today, we met and started to focus on how we could win. We engaged ourselves in team-building

activities to establish camaraderie, as well as having explorative conversations to understand each other's motivations, values and emotional triggers. These activities allowed us to develop an aligned team with tactics and a strategy for the Antarctica race.

We have just enough time to collectively agree on what is within our control so we can execute our plan. For the myriad of things outside of our control, most will be mapped out so we can discuss our preferred team responses ahead of time, thus increasing what we perceive to be within our influence. For the rest of the time, hopefully our bond will be strong enough so that we can align rapidly to a course of action even if we disagree.

STÉFAN DANIS IS THE CEO OF NEXCAREER AND MANDRAKE, AND THE AUTHOR OF GOBI RUNNER.



When strangers are strung together to accomplish any task, an in-depth discussion of each person's motivations can help create a strong team. ISTOCK

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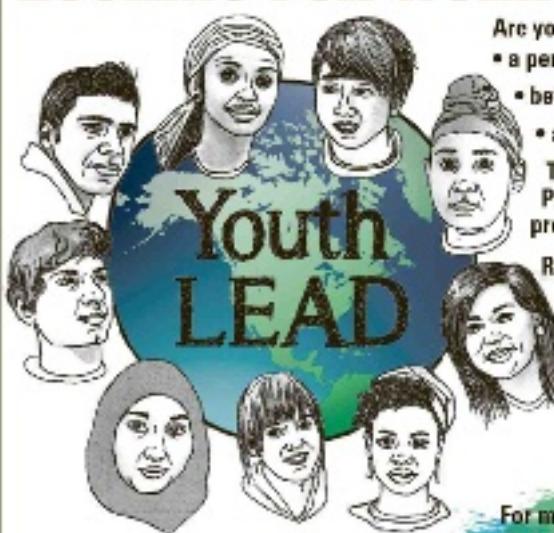


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Brady's TD bunch busts up Broncos

NFL. With four passing scores Patriots QB improves to 11-5 against rival Manning

With 8-1/2 minutes remaining Sunday, the Gillette Stadium crowd delivered the message loud and clear: "Brady's Better."

On this day, Tom Brady and his New England Patriots certainly were the superior team, routing Peyton Manning and the Denver Broncos 43-21 to grab the best record in the AFC.

Brady outdueled Manning in the 16th instalment of the rivalry between the all-time great quarterbacks and is 11-5 against his rival. He threw for four touchdowns and Julian Edelman returned a punt 84 yards for a score.

In his 200th career start, Brady passed for 333 yards. He has won 155 of those, the most for any quarterback in that many starts.

The game wasn't particularly competitive after the first quarter, which Denver completed in front 7-3.

New England (7-2) scored the next 24 points on the way to winning its fifth straight, halting the four-game winning streak for Denver (6-2) in emphatic fashion. Brady has 18 TD passes and one interception in those five victories.

Manning fell to 2-7 at Gillette Stadium, even though he threw for 438 yards and two touchdowns. He has at least two TD passes in 14 consecu-



Patriots linebacker Akeem Ayers sacks Broncos quarterback Peyton Manning on Sunday in Foxborough, Mass. Scan the image with the Metro News app for more from the NFL on Sunday.

STEVEN SENNE/THE ASSOCIATED PRESS

tive games, an NFL record.

Brady connected with Edelman and Shane Vereen on five-yard scoring passes in the second quarter, with Brandon LaFell from 10 yards and with Rob Gronkowski from the 1 in the second half.

Most of Manning's yardage came well after the Patriots' fourth straight home win over Denver in as many seasons was secured. When it was closer, Denver's high-powered offence had little juice.

Great returns

4

Julian Edelman's punt-return touchdown was the fourth of his career, which tied a Patriots team record.

Even with the two great quarterbacks in the house, Edelman was a star. Not that New England's defence took a back seat, befuddling Manning so often that the Bron-

cos barely got the snap off on time on several plays.

Edelman's first touchdown was set up by Rob Ninkovich's interception and 11-yard return to the Denver 34.

That TD gave the Patriots a 13-7 lead and Edelman upped it with his sensational, weaving punt return. Catching the ball at his 16, he got a massive block from Tim Wright along the right sideline, then cut back diagonally across the field into the left corner of the end zone. **THE ASSOCIATED PRESS**

NHL

Bruins sign Julien to an extension

Boston Bruins coach Claude Julien has signed a multi-year contract extension.

Julien is in his eighth season with the Bruins and is the second-longest tenured NHL coach with the same team. Mike Babcock is in his 10th season with the Detroit Red Wings.

Julien led the Bruins to the Stanley Cup championship in 2010-11 and is the longest-serving coach in consecutive seasons in the team's history.

Julien has led the Bruins to the playoffs in each of his seven full seasons as coach and has a 317-171-65 record. The team has been hurt by injuries to defencemen and is off to a mediocre start this season with a 7-6-0 record.

THE ASSOCIATED PRESS

NBA

Bosh leads Heat to 16th straight win over Raptors

Chris Bosh scored 21 points and grabbed 11 rebounds and the Miami Heat beat the Toronto Raptors for the 16th straight time, prevailing 107-102 on Sunday night.

Dwyane Wade added 19 points, 11 rebounds and seven assists for the Heat (3-0) — the last unbeaten team in the Eastern Conference.

DeMar DeRozan scored 30 points for Toronto (2-1), which hasn't beaten Miami since Jan. 27, 2010.

Kyle Lowry added 22, including a layup that got the Raptors within four with 21 seconds left.

THE ASSOCIATED PRESS



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— ANONYMOUS

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Horoscopes by Sally Brompton



Aries

March 21 - April 20

Don't let negative thinking get the better of you. Focus on what you are good at and trust in the planets to guide you in the right direction.



Taurus

April 21 - May 21

What happens today may not seem significant but with the benefit of hindsight you will see it plays a big part in the grand scheme of things.



Gemini

May 22 - June 21

You may think you have energy to spare today but your physical batteries are running low, so don't take on any new duties.



Cancer

June 22 - July 23

You won't lack for confidence today but common sense may be harder to come by. Make sure you know what you are getting yourself into for before agreeing to part with cash.



Leo

July 24 - Aug. 23

The Sun and Pluto link well as the new week begins and the message it has for you is that you need to find more harmonious ways to link your home life and your work life.



Virgo

Aug. 24 - Sept. 23

You are uneasy about the direction your life seems to be taking. With that in mind, don't start something new today just because you feel the need for a change. Your progress must be evolutionary, not revolutionary.



Libra

Sept. 24 - Oct. 23

A challenge will push you beyond the rather narrow limits you have imposed on yourself recently. You will find hidden reserves of talent and energy.



Scorpio

Oct. 24 - Nov. 22

As the Sun aspects your ruler Pluto today you will experience a great surge of energy. But you are strongly advised to finish what you have started before embarking on a new project.



Sagittarius

Nov. 23 - Dec. 21

A change of direction is not needed, despite what some may be telling you. All you need is faith in your abilities.



Capricorn

Dec. 22 - Jan. 20

Don't allow others to talk you into doing something that will tie you down for weeks at a time. You have your own interests and goals to pursue and you must put them first.



Aquarius

Jan. 21 - Feb. 19

You have been pushing yourself too hard and need to slow down. That won't be easy with power planet Pluto so strong at the start of the week but it can and must be done.



Pisces

Feb. 20 - March 20

There are times when you take too much for granted and this could be one of them. You may think you can get away with neglecting a chore but if you do the consequences could be dire.

Crossword: Canada Across and Down by Kelly Ann Buchanan

Across

1. Ballroom dance
6. Old Irish alphabet
11. Composer, Francis

14. Sir Newton
15. Vehicle vacations: 2 wds.

17. Not last
18. "Skyfall" (2012), for one: 2 wds.

19. Restaurants bills
20. Robinson Crusoe author Daniel

21. Chomp
22. Ancient harp

24. Rap music duo, __ Yang Twins

26. Big Apple baseball team, briefly

27. British tenor, Alfie __

29. Ms. Thurman
31. Pull along

33. Take apart the Hoover, say

35. Free-standing __ (CN Tower, for example)

40. Do, __, __...

41. " __ !?" (Les Misérables query)

42. "Step __!" (Pick up the pace!)

43. Travelled

45. Calgary-born songstress Jann

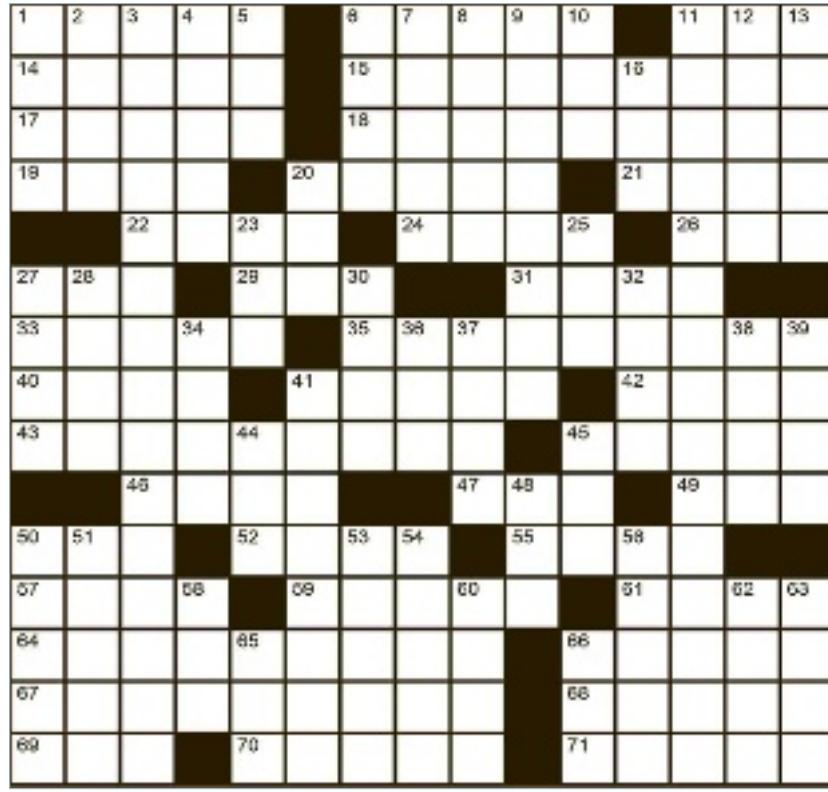
46. Actual

47. Not their

49. Disney deer

50. Vroomer

52. Johann __ (The Swiss Family Robinson author)



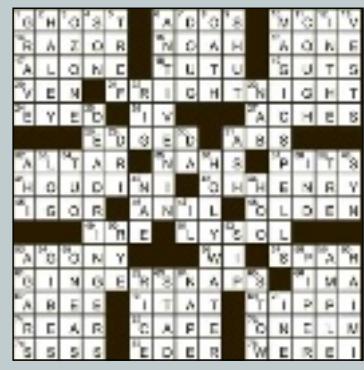
55. Fruit cocktail ingredient
57. Sort of sign
59. Government takeovers
61. Opened slightly
64. British Columbia/Washington State: Strait of Georgia, Juan de Fuca Strait and Puget Sound, as these

- three waterways are collectively known: 2 wds.
66. DWTS judge
67. Gilbert & Sullivan operetta of 1885: 2 wds.
68. Ms. Moorehead
69. "Hunger of the Pine" rock band: __-J

71. Strengths
- Down
1. Use a sieve
2. Largest continent
3. Pacific Northwest seabird: 2 wds.
4. Like Paul McCartney's instrument
5. Behave
6. "...there __ __"

- square."
7. Cartoon canine
8. Vietnam's capital city
9. Postscript
10. TV production co.
11. #45-Across' "Insensitive" album: 3 wds.
12. George Harrison's "Isn't It __ __"

Friday's Crossword

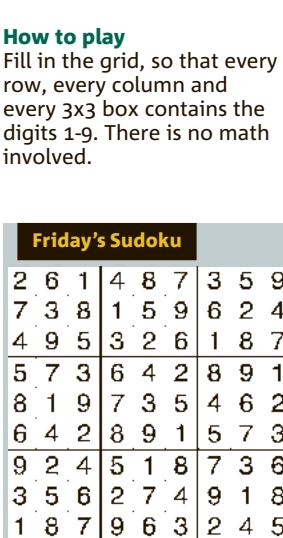


Online

See today's answers at metronews.ca/answers



Sudoku



Friday's Sudoku

2	6	1	4	8	7	3	5	9
7	3	8	1	5	9	6	2	4
4	9	5	3	2	6	1	8	7
5	7	3	6	4	2	8	9	1
8	1	9	7	3	5	4	6	2
6	4	2	8	9	1	5	7	3
9	2	4	5	1	8	7	3	6
3	5	6	2	7	4	9	1	8
1	8	7	9	6	3	2	4	5

Conceptis Sudoku

By Dave Green

3			1	
6	3	5	2	
4	8	2	6	9
7	2	1	8	
2			5	
1	8	4	7	
6	4	7	2	8
3	6	9	5	
7			9	

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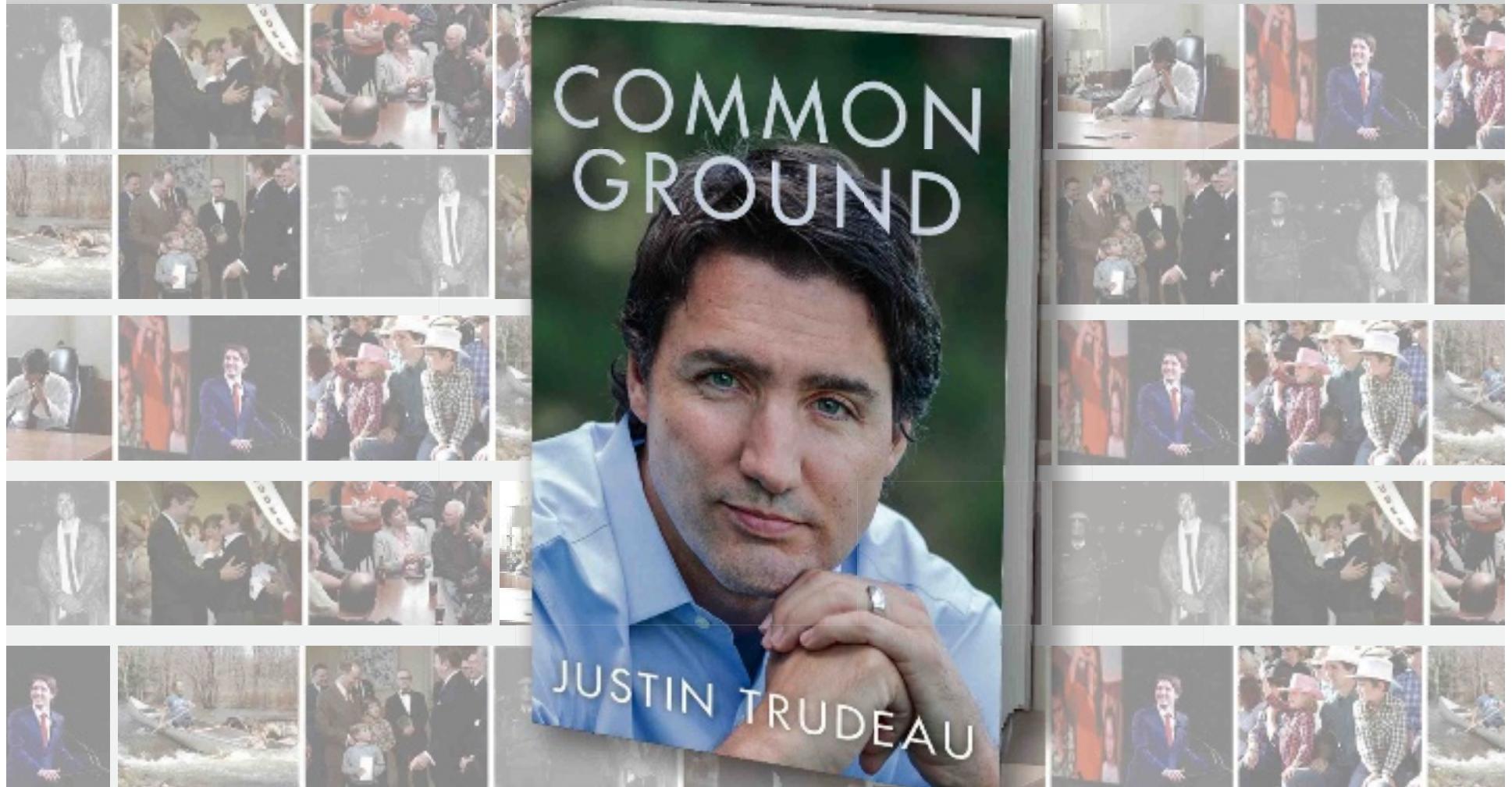
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